

“Creating Powerful People”

Activity Instructions

Materials Needed:

- Two assistants to help you with the activity
- Boss and Employee Instructions (on following page)
- Materials to “distract” the Boss participants (laptop, cell phone, magazine, paper, etc.)
- Paper and pens for participants to record their reactions

Time:

5-15 minutes depending on the number of participants

Activity Instructions”

1. Ask one assistant to help the Boss participants by handing out the Boss Instructions and explaining the activity
2. Ask one assistant to help the Employee participants by handing out the Employee Instructions and explaining the activity
3. Begin by asking the participants to split into two groups
4. Tell one group they are the “Bosses” and the other they are the “Employees”
5. Ask the respective assistants to hand out the instructions and explain the activity
6. After time is up, ask the participants to report out on what they learned/felt

Boss Instructions

ROLE: Leader at your company – “Boss”

ACTIVITY: You will be paired with an “employee” at your company.

When your “employee” approaches you, you should act distant, avoid eye-contact, continue to multi-task while your “employee” talks to you.

CONCLUSION: After you complete the activity, you will be asked:

- how this felt for you to behave in this manner toward your employee
 - how you may have acted differently if this were a real situation and why
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Employee Instructions

ROLE: “Employee” at your company

ACTIVITY: You will be paired with a “boss” at your company.

Think of an initiative or a story you’re excited about and want to share/discuss with your “boss” and tell them about it. Act as you normally would in this situation, taking into account your typical behavior. Be sure to notice how your interaction with your “boss” happens and how this made you feel

CONCLUSION: After you complete the activity, you will be asked:

- what type of behaviors your “boss” exemplified
- how this felt for you as the “employee”
- what you would have normally wanted in this type of situation and why